

GARY D. ALTMAN, ESQ

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Present Occupation: Attorney - Labor Arbitrator – Labor Mediator

Business Address

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
Co Chair Boston Bar Association - Public Sector Labor Law Committee. 1988-2000
Board of Editors - Journal of Collective Negotiations in the Public Sector. 1983-1989
Executive Director - New England Consortium of State Labor Relations Agencies 1984-1985
Neutral Member – Brookline Retirement Board 2004 to present

EDUCATION:

BA 1974 - University of Maryland
JD 1978 - Catholic University

CERTIFICATIONS:

Law – Massachusetts 1978

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Since 1987, I have served as a grievance arbitrator, interest arbitrator, mediator and fact finder of labor disputes in both the public and private sectors.

PRIOR EXPERIENCE: **Labor Mediator** MASSACHUSETTS JOINT LABOR MANAGEMENT COMMITTEE (Also known as the Dunlop Committee) {1986-1993}; **Commissioner** MASSACHUSETTS LABOR RELATIONS COMMISSION {1980-1986}; **Law Associate**, LAW OFFICE OF GREEN AND FREEDMAN {1979-1980}; **Law Clerk to Chief Justice Edward J. Lampron**, SUPREME COURT FOR THE STATE OF NEW HAMPSHIRE {1978-1979}; **Legal Assistant to the Chief of the Center** NATIONAL INSTITUTE OF MENTAL HEALTH, Center for Crime and Delinquency {1976}; **Researcher -Lobbyist**, **Washington, D.C.**, NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES, {1974-1975}

INDUSTRIES:

Advertising; agriculture; aluminum; automotive; bakery; beverage; building products; brewery; broadcasting; cement; chemicals clothing; communications; construction; dairy; education; electrical equipment/appliance; electronics entertainment/arts; food (manufacturing/processing/service); foundry; furniture; glass/pottery; grain mill; health care; hotels; hospital/nursing home; lumber; machinery; maritime; metal fabrication; nuclear energy; office workers/clerical packaging; paint and varnish; pharmaceuticals; plastics; plumbing; police and fire; printing & publishing; prison guard; pulp & paper; restaurants; retail stores; textile; transportation; trucking & storage; utilities (gas, electric, and water); warehousing.

ISSUES:

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Demotion; Discipline (Non-Discharge); Discipline (Discharge); Age Discrimination; Disability Discrimination; Race Discrimination; Sex Discrimination; Religion Discrimination; National Origin Discrimination; Drug/ Alcohol Offenses; Bonus; Holidays; Insurance; Leave; Vacation; Grievance Mediation; Health/Hospitalization; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Dispute; Layoffs/Bumping/Recall; Management Rights; Official Time; Past Practices; Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Strikes; Subcontracting/Contracting Out; Tenure/Reappointment; Union Security;. Interest Arbitration; Violence or Threats.

PERMANENT PANELS:

Massachusetts Port Authority & Teamsters
Norfolk County and Correctional Officers
Massachusetts State Colleges
Grievance Mediator - Boston Emergency Medical Services
Local 26 Hotel Workers & Boston Hotels
Commonwealth of Mass. & Statewide Unions
Boston School Bus Drivers and First Union

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service	State of Vermont Dept. Labor & Industry
American Arbitration Association	MA Joint Labor Management Committee
Mass. Board of Conciliation & Arbitration	NH Public Employee Labor Relations Board

SIGNIFICANT PUBLICATIONS:

Proposition 2 1/2: The Massachusetts Tax Revolt. Journal of Collective Negotiations
In the Public Sector Vol. 12, No 1. 1983; CONTRIBUTOR: Chapter on Collective Bargaining for
A Judicial Guide to Labor and Employment Law, 1990

FEES:

PER DIEM FEE: \$1,200.00 for hearing, and for research and preparation of the opinion and award.

Cancellation Policy: Per Diem fee if cancellation is within four weeks of the hearing.